



State of California
Employment Training Panel

Training Proposal for:
**AHMC Healthcare, Inc. dba Greater El Monte
Community Hospital**

Agreement Number: ET09-0265

Panel Meeting of: **October 17, 2008**

ETP Regional Office: **North Hollywood**

Analyst: E. Wadzinski

PROJECT PROFILE

Contract

Type: SET Frontline - Retrainee

Industry

Sector(s): Services

Counties

Served: Los Angeles

Repeat

Contractor: ☐ Yes ☒ No

Union(s): ☒ Yes ☐ No

SEIU Nurse Alliance Local 121RN

Priority

Industry: ☒ Yes ☐ No

No. Employees in CA: 1,969

No. Employees Worldwide: 1,969

Turnover Rate %	Manager/ Supervisor %
17%	N/A

FUNDING DETAIL

Program Costs	Substantial Contribution	Total ETP Funding
\$367,200	\$0	\$367,200

In-Kind Contribution
\$611,888

TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Average No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage
				Class / Lab	CBT		
1	SET Frontline Retrainee	Business Skills, Commercial Skills, Computer Skills, Continuous Improvement, Advanced Technology	170	24-200	0	\$2,160	\$23.36
				Weighted Avg: 120			

Minimum Wage by County: \$23.36 for SET Frontline Workers

Health Benefits: ☒ Yes ☐ No This is employer share of cost for healthcare premiums – medical, dental, vision.

Used to meet the Post-Retention Wage?: ☒ Yes ☐ No

\$2.63 per hour may be used to meet the Post-Retention Wage.

Other Benefits: 401(k), Life Insurance, Holidays, Vacation, and Sick Leave

Wage Range by Occupation	
Occupation Title	Wage Range
Registered Nurse	
Licensed Vocational Nurse	
Technician (Respiratory, Surgery)	
Administration	

INTRODUCTION

In this proposal, AHMC Healthcare, Inc. dba Greater El Monte Community Hospital (El Monte Hospital) seeks funding for retraining as outlined below:

El Monte Hospital, located in South El Monte, is a 117-bed, full care acute hospital that has been serving the needs of the community since 1974. The hospital was purchased in 2004 by AHMC Healthcare, Inc., along with other Tenet hospitals (comprised of Monterey Park Hospital, Garfield Medical Center, San Gabriel Valley Hospital Medical Center and Whittier Hospital Medical Center) to form the current AHMC Corporation. El Monte Hospital is a for-profit hospital accredited by the Joint Commission on Accreditation of Healthcare Organizations.

El Monte Hospital provides obstetric care, general surgery, diagnostic services, critical care services, cardiology services, vascular services, emergency care, medical/surgical services, pediatric services, and adult sub-acute care services.

The hospital's workforce consists of veteran nurses and technicians, as well as a number of new graduate nurses who lack the skills necessary to handle a multitude of complex medical conditions. Due to the shortage of skilled health care workers, coupled with budget constraints, the hospital is looking to inventive ways to maintain adequate staffing levels.

To service the community more efficiently, El Monte Hospital has invested approximately \$1 million in the following new equipment: CT Scanner, ICU/CCU/Telemetry Patient Monitor, GI Equipment (ERCP) and a Hospital-wide PAC System.

The hospital's representative states that a comprehensive needs assessment was conducted to identify the employee training needed. This training project is designed to raise the standards of patient care, reduce errors, combat employee turnover, and improve patient satisfaction. ETP funding will allow the hospital to implement a comprehensive training plan. All trainees will receive the following:

Business Skills - Communication techniques for providing better customer service and resolving challenging patient care issues. This training will equip nurses and support staff with the ability to handle multiple healthcare tasks more efficiently.

Commercial Skills - Industry-specific medical skills not considered advanced level. Training will focus on helping workers become more effective care providers.

Computer Skills – Proficiency in multiple computer applications used to document, track, and report vital patient data in various formats.

Continuous Improvement – Knowledge of leadership qualities and a team-oriented approach to problem solving and decision making. This training will allow the hospital to implement vital process improvements.

Advanced Technology - Advanced medical level skills needed to handle more complicated, life-threatening medical situations. This training will allow Registered Nurses to provide improved patient care. It will also be offered to technicians who support the RN functions. LVNs will not receive AT training.

PROJECT DETAILS

Special Employment Training

Under Special Employment Training (SET), the employer is not required to demonstrate out-of-state competition and the trainees are not required to meet eligibility standards. To qualify under SET, trainees must be earning at least the statewide average hourly wage at the end of the retention period (Unemployment Insurance Code Section 10214.5). Title 22, CCR Section 4409(a).) This proposal has been identified for SET funds because this industry sector does not face out-of-state competition and the new-graduate nurses may not have the 90-day employment history normally required for retraining eligibility.

Advanced Technology

El Monte Hospital is seeking Advanced Technology (AT) reimbursement of \$26 per hour for the AT courses identified in the curriculum. The hospital's representative explained that this training is expensive, highly technical in nature, and requires the use of specialized medical equipment with limited class sizes of 1:10 for classroom training and 1:1 for clinical skills training, which will take place in a specialized setting under the close supervision of a preceptor.

Approximately 116 Registered Nurses (RNs) will receive from 30 to 90 hours of AT training, of which 40 to 60 hours will consist of clinical skills training. This includes an estimated 46 new

graduate RNs. These trainees must receive an advanced level of training to properly handle complicated medical equipment and work effectively with trauma patients, cardiovascular patients, stroke patients and neonatal mother/baby patients. The hospital estimates the cost for highly skilled trainers, specialized medical equipment, and related training materials will be approximately \$27 to \$35 per trainee hour. Additional costs in excess of the ETP rate will be at the hospital's expense. These expenses include highly skilled instructors at the top of the pay scale (nurses earning approximately \$47 per hour), specialized/advanced medical equipment, supplies, manuals, and training materials.

The AT rate also requested is for 19 Respiratory and Surgery Technicians in three course modules: Advanced Cardiac Life Support, Pediatric Advanced Life Support and Neonatal Resuscitation. These courses are needed to maintain the hospital's standards for "code blue" situations that require specialized technician knowledge. The distinction between AT courses for RNs and Respiratory Technicians appears in the Curriculum.

Commitment to Training

El Monte Hospital representatives state that ETP funds will not displace the hospital's existing financial commitment to training. Indeed, the hospital anticipates that the opportunity for enhanced training made possible by ETP funds will encourage an ongoing financial commitment in this area.

Current training consists of employee orientation and government compliance topics. The hospital represents that safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

ETP funding will allow El Monte Hospital to provide the structured training necessary to improve patient care, maintain adequate staffing levels, and attain higher customer satisfaction. At the completion of ETP-funded training, the hospital is committed to a continuation of the new training initiatives outlined in this proposal and will provide ongoing resources to promote skills development in critical areas.

RECOMMENDATION

Staff recommends the Panel approve this proposal and the AT reimbursement rate. This project will upgrade the skills of nurses and medical technicians in order to; improve patient care and; stabilize the permanent, fulltime workforce. In making this recommendation, staff notes that the proposed training will respond to the need for trained nurses and help overcome the shortage of healthcare professionals in California.

DEVELOPMENT SERVICES

The company retained Training Funding Source in Seal Beach to assist with development of this proposal for a flat fee of \$16,500.

ADMINISTRATIVE SERVICES

The company also retained Training Funding Source to perform administrative services in connection with this proposal for a fee not to exceed 13% of payment earned.

TRAINING VENDORS

To Be Determined

Exhibit B: Menu Curriculum**Class/Lab Hours**

24 – 200 Trainees will receive any of the following:

BUSINESS

- Case Management
- Critical Thinking
- Conflict Resolution
- Core Measures
- Crisis Prevention Intervention
- Customer Relations
- Interpersonal Communication

CONTINUOUS IMPROVEMENT

- Performance Management
- Process Improvement
- Team Building
- Leadership Skills

COMPUTER

- Chartlink/Computer Programs & Systems (CPSI)
- Microsoft Office: Intermediate and Advanced

COMMERCIAL

- Age Specific Care
- Body Mechanics
- Cultural Appropriate Care
- End of Life Issues
- Evidence Based Practice
- Medical Coding
- Nutrition
- Medical Equipment In-Service
- Nursing Procedures/Competency
- Preceptor
- Radiology
- Restraints & Seclusions
- Sterilization & Instrumentation

0 – 40

ADVANCED TECHNOLOGY *(Respiratory and Surgery Technicians only)*

- Advanced Cardiac Life Support (ACLS)
- Neonatal Resuscitation Program (NRP)
- Pediatric Advanced Life Support (PALS)

0 – 90

ADVANCED TECHNOLOGY *(for Registered Nurses only)*

AT Training - 30 to 90 Hours, including 40 to 60 Hours of clinical skills training

- Advanced Cardiac Life Support (ACLS)
- Acid-Base Balance
- Basic and Advanced Life Support
- Blood Product Administration
- Cardiac Care/Assessment/Dysrhythmias
- Central Venous Catheter
- Chemotherapy, Oncology
- Chest Tube
- Critical Care
- Decontamination/ Disaster
- Diabetes Assessment and Interventions
- Disseminated Intravascular Coagulation (DIC),
- Dysrhythmia / 12 Lead Electrocardiogram (EKG)
- Electroencephalogram (EEG) Review
- Emergency Nursing
- Endocrinology & Diabetes Management
- Infection Prevention and Control
- Intravenous Therapy Assessment and Interventions
- Labor & Delivery Procedures
- Laboratory/Critical Values
- Life Support
- Maternal Child Health
- Medical Surgical
- Medication Administration
- Neonatal Resuscitation Program (NRP)
- Neurological Assessment
- Oncology Care
- Operating Room / Post anesthesia care unit / Outpatient Surgery
- Pain Management
- Palliative Care
- Patient Assessment & Priority Setting
- Pediatric Advanced Life Support (PALS)
- Peripherally Inserted Central Catheter (PICC)
- Pharmacology
- Physical Assessment
- Post-Operative Patient Care
- Respiratory Care
- Telemetry Nursing / Central Monitoring Equipment
- Tracheotomy Care
- Urology Assessment and Interventions
- Wound and Skin Care

LOCAL 121RN**SEIU Nurse Alliance**GAYLE BASTIE, RN
PresidentJEANNIE KING, RN
Vice-PresidentROSIECA LONG, RN
Secretary-TreasurerISAN B. WEINSTEIN, RN
Executive Director

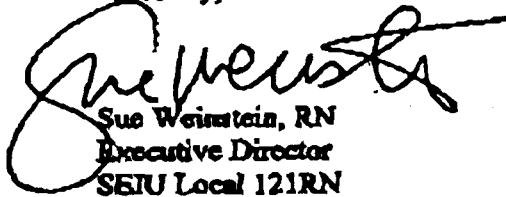
March 24, 2008

Brian McMahon
Executive Director
The Employment Training Panel
1100 J St
Fourth Floor
Sacramento, Ca. 95814**RE: Union Support for ETP Funding**

Dear Brian McMahon:

This letter is to confirm support by SEIU Local 121RN Union for the Greater El Monte Community Hospital, to be submitted to Employment Training Panel.

Sincerely,


Sue Weinstein, RN
Executive Director
SEIU Local 121RN4146 Lankershim Blvd.
Suite 404
Hollywood, CA 91602
Phone: (818) 284-4555
Fax: (818) 760-8039**FIGHT FOR SAFE STAFFING AND QUALITY PATIENT CARE**